Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

HQ/SOCR (and below), SCA (and below), WHA (and below)

For 3rd Quarter 2023 for period ending June 30, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	Data		2022 Th 00 20
	2018	2019 2020		2021	2022	2023 Thru 06-30
Number of Complaints Filed	216	203	130	121	169	174
Number of Complainants	213	191 130		121	169	173
Repeat Filers	3	12	0	0	0	1

Dort 2 Complaints by Posis			Compara	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year D	Data		2022 Th
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 06-30
Race	48	38	39	29	38	63
Color	19	21	18	5	23	25
Religion	10	93 61		4	34	7
Reprisal	95			62	82	62
Sex	84			39	67	61
PDA	7			4	3	2
National Origin	33	35	17	19	22	24
Equal Pay Act	0	0	0 0		0	0
Age	41	48	25	26	36	59
Disability	71	64	47	52	59	67
Genetics	2	2 2		1	4	0
Non-EEO	9 6		6	5	12	5

Part 3 Complaints By Issue			Compar	ative Data		
. d c c cp.d						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.		Previo	us Fiscal Yea	ar Data		2023 Thru 06-30
The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in		<u> </u>				_
FY2023.	2018	2019	2020	2021	2022	
Appointment/Hire	14	16	10	9	13	12
Assignment of Duties*	28	21	18	13	13	0
Awards	5	2	3	4	5	4
Conversion to Full Time/Perm Status*	1	0	0	0	1	0
Disciplinary Action						
Demotion	2	0	0	1	0	2
Reprimand**	13	6	5	4	8	0
Suspension	9	3	2	2	5	1
Removal	1	4	1	1	1	1
Other Disciplinary Actions**	12	8	2	7	20	13
Other 2**	0	0	0	0	0	0
Duty Hours*	2	0	1	1	0	0
Perf. Eval./ Appraisal	50	31	16	17	24	22
Examination/Test	2	1	1	0	3	0
Harassment						
Non-Sexual	119	89	62	56	74	76
Sexual	6	3	3	0	1	5
Medical Examination	5	4	4	1	1	1
Pay including overtime	6	5	6	0	5	3
Promotion/Non-Selection	25	26	26	26	22	24
Reassignment						
Reassignment: Denied/Directed	9	0	6	1	3	4
Directed	10	10	7	9	3	5
Reasonable Accommodation Disability	18	18	8	11	9	16
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	1
Retirement*	0	0	0	2	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	8	1	9	1	3	7
Termination	16	21	4	12	19	12
Terms/Conditions of Employment*	57	51	15	18	60	0
Time and Attendance	18	17	10	4	8	4
Training	10	5	2	5	2	3
Other Terms/Conditions of Employment*	0	0	0	0	0	65
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

			Compar	ative Data		
Part 4 Processing Time		Pr	evious Fiscal Year D	ata		2022 Thru 00 20
	2018	2019	2020	2021	2022	2023 Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	230.55	251.16	248.85	255.86	229.89	239.97
Average number of days in final action	63.11	59.09	54.36	57.09	53.45	50.28
Complaints pending during fiscal year where h	earing was requested					
Average number of days in investigation	228.90	269.86	260.36	274.94	227.78	237.25
Average number of days in final action	46.54	42.45	43.23	65.66	38.47	37.36
Complaints pending during fiscal year where h	earing was not request	ed				
Average number of days in investigation	232.53	237.88	238.80	237.71	231.51	242.44
Average number of days in final action	63.11	70.24	60.96	51.24	68.42	54.42

		Comparative Data										
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Yea	r Data		2000 TI 2000						
	2018	2019	2020	2021	2022	2023 Thru 06-30						
Part 5 Complaints Dismissed by Agency	31	47	21	25	30	24						
Average days pending prior to dismissal	54.06	60.43	61.82	65.48	57	87.00						
	Complaints Withd	rawn by Compla	inants									
Total Complaints Withdrawn by Complainants	15	22	14	13	21	5						

	Comparative Data												
Dort C Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				202	3 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	2018		20)19	20	020	20	021	20	022	00	6-30	
		%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		3		3		0		0		3		
Without Hearing	2	100	3	100	3	100	0	0	2	100	1	33	
With Hearing	0	0	0	0	0	0	0	0	0	0	2	67	

Part 7 Finding of Discrimination Rendered by	Comparative Data												
Basis				Pre	vious Fis	cal Year D	ata				2023	3 Thru	
Note: Complaints can be filed alleging multiple	20)18	20)19	20)20	20)21	20)22		-30	
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		3		3		0		2		3		
Race	0	0.00	1	33	0	0.00	0	0.00	0	0.00	1	33.33	
Color	0	0.00	1	33	0	0.00	0	0.00	0	0.00	0	0.00	
Religion	0	0.00	0	0.00	1	33	0	0.00	0	0.00	0	0.00	
Reprisal	2	100.00	0	0.00	1	33	0	0.00	1	50	0	0.00	
Sex	0	0.00	0	0.00	1	33	0	0.00	0	0.00	1	33.33	
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
National Origin	0	0.00	1	33	1	33	0	0.00	0	0.00	1	33.33	
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	
Disability	0	0.00	2	67	0	0.00	0	0.00	1	50	1	33.33	
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	

Findings After Hearing	2		3		3		0		2		1	
Race	0	0.00	1	33	0	0.00	0	0.00	0	0.00	1	50.00
Color	0	0.00	0	33	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	1	0.00	1	33	0	0.00	0	0.00	0	0.00
Reprisal	2	1000	0	0.00	1	33	0	0.00	1	50	0	0.00
Sex	0	0.00	0	0.00	1	33	0	0.00	0	0.00	1	50.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	33	1	33	0	0.00	0	0.00	1	50.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	2	67	0	0.00	0	1	50	0.00	1	50.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	2		3		3		0		0		1	
Race	0	0.00	1	33	0	0.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	1	33	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	33	0	0.00	0	0.00	0	0.00
Reprisal	2	100	0	0.00	1	33	0	0.00	1	50.00	0	0.00
Sex	0	0.00	0	0.00	1	33	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	33	1	33	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Disability	0	0.00	2	67	0	0.00	0	0.00	1	50.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

- Starting in FY2022, issues marked with:

 * are reported under Other Terms / Conditions of Employment.

 ** are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

						ompar					<u> </u>	
Part 8 Finding of Discrimination Rendered by Issue			I	Previo	us Fis	cal Yea	ar Data	1	I			Thru 06
r are a maing or Biochimilation rections by rection	20)18	20)19	20	20	20	21	20)22		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		3		3		0		2		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	'		Į.			Į.		Į.	1		1	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	2	100	0	33	1	33	0	0	1	50	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	67
Reassignment	'	I	l.	l	1	l.		l.	l	I		
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	67	0	0	0	0	1	50	1	33
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	2	67	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	33	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	1	33	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		0		0		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
		0		0	0	0	0	0				
Duty Hours*	0		0						0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	50
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	50
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	2		3		3		0		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	1	33	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	•	•								•		•
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	2	100	1	33	1	33	0	0	1	50	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	100
Reassignment	•	•	•					,				•
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	67	0	0	0	0	1	50	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	33	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	1	33	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	06-30		
Total complaints from previous Fiscal Years	153	156	130	184	54	83		
Total Complainants	148	153	124	121	54	83		
Number complaints pending								
Investigation	5	1	8	53	2	12		
ROI issued, pending Complainant's action	0	1	2	0	0	5		
Hearing	134	150	100	110	47	59		
Final Agency Action	16	3	21	11	6	7		
Appeal with EEOC Office of Federal Operations	12	14	16	19	15	26		

Part 10 Complaint Investigations	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	06-30		
Pending Complaints Where Investigations Exceed Required Time Frames	1	5	9	7	3	2		